RECRUITMENT AND SELECTION

INTRODUCTION

Hertfordshire Constabulary is committed to providing the best possible policing service to the community.

We can only achieve this by employing people who have the necessary knowledge, skills and qualifications and who display the behaviours that we expect from our staff.

It is important that, from the time you consider applying for a post with the Hertfordshire Constabulary, you know what we will expect from you.

THE ROLE PROFILE

The attached role profile sets out the key activities associated with the post you are applying for. For some roles you may have also been provided with a sheet setting out the context to the role. You may not be able to demonstrate your abilities against all of the key activities and so we have identified those abilities and, where relevant, qualifications, which we do expect you to be able to demonstrate now. These are described as Minimum Entry Requirements. The role profile also sets out the behavioural competencies applicable to all staff working within the Constabulary.

By the time you have completed the probationary period for the role we would expect you to be able to demonstrate competence in all of the key activities and to be consistently displaying the described behaviours. However, in completing your application form, you should focus on demonstrating, by using examples, how you meet the required behaviours and how you meet the minimum entry requirements for the role.

SHORTLISTING

Candidates are shortlisted by assessing the information on the application form against the behavioural competencies and the minimum entry requirements. It is important, therefore, that you complete the application form fully and carefully, ensuring that you demonstrate, with examples, how you meet the various criteria.

TIMESCALES

Wherever possible dates for interview and assessment are published in the advertisement. It is in your interest to keep these days available as it is often not possible to arrange assessments and interviews on a different date.

HERTFORDSHIRE CONSTABULARY

Working together for a Safer Hertfordshire
Promoting Diversity
www.herts-recruitment.police.uk